

TEAM Westport Equity Recommendations + Microaggression Examples

August 2020

RECOMMENDATIONS

1. Director Focused on Equity, Inclusivity and Engagement
2. Equity Audit
3. Training
 - Leadership Teams at District and Building Levels
 - Professional Development of all Teachers / Admin
4. Equity Team in each school
 - 5 Per School (at elementary level)
 - Allies, Go-To Team, Pro-Active Advocates for Marginalized Students, Parents
5. Enable, Encourage and Support Affinity Groups
 - Students (Middle and High School)
 - Staples Affinity Group
 - Parents (especially Bridgeport parents)
 - TEAM Westport / PTA Parental Workgroups
 - 'Of Color' Teachers (build and maintain community within School System vs Building)

RECOMMENDATIONS

6. “Speak Up”
 - Optionally Anonymous/ No penalty Vehicle for informing leadership of
 - problems observed
 - complaints
 - Utilized by Students, Teachers, Parents
7. Hiring Additional Teachers and Admins “of color”
 - Student-facing Role Models
 - Protection from ‘Last Hired First Fired’ Syndrome
 - Increased H/R staffing to handle recruitment effectively
8. Curriculum
 - Development of Culturally Proficient Curriculum
 - Incorporation of Culturally Proficient Teaching into Existing Curriculum
9. **Implement ‘ABC Model’ for Comprehensive Advocacy and Enablement of Marginalized Groups**
- ✓ 10. TEAM Westport involvement in Superintendent search

Student MicroAggressions (Examples)

1. What are you?
2. **Touching Hair without permission continually.**
 - Then accused of over-sensitivity when told to stop.
3. What religion are you?
4. Do you people _____?
5. _____ is a boy's name. Are you sure?
6. _____ is sounds like girl's name.
7. Is one of your parent's Black, Jewish, etc.
8. **You got that because you are (Black, Latin-x, Jewish, etc.)**
9. Laughing at racially sensitive topics
 - Eg, photo of Emmet Till's corpse
10. "Are you related ?" (when speaking with another student of same group)"
11. "Look at their _____. They are the same"
12. **"You don't know anything about being Black". [White students to black student.]**
13. **I'm blacker than you are." [White students to black student.]**

Student MicroAggressions (cont'd)

14. How do you know anything about racism, you live in Westport.
15. There is no anti-Semitism in Westport
16. "Go back to where you people came from."
17. Stereotypes and Misrepresentations made by non-group students re: a group
 - eg, White students re: Black people / culture
18. **"Future gang members of Westport"**
[White student comment on group of Black students.]
19. Someone hides clothes of student of color after gym. Then student accused of being "late again" for class.
20. **"Are you from Bridgeport? Hale's Court? Sasco Creek?"**
21. **Are you with "us" or "them"?**
 - To a student of color from Westport by a white student from Westport about students of color who do not live in Westport or live in subsidized housing.
22. See Teen Diversity Essays (2019)
23. See Student Letter to WestportNow (Feb 2020)

Admin/Teacher MicroAggressions (Examples)

1. Forcing a student to use their personal experiences to explore a topic.
 - **“Tell us what it is like to experience racism”**
 - **“Has anyone here experienced racism?”**
2. Demographics force students of color to be spokespersons for their culture in the classroom.
3. Teachers do not address misrepresentations made by non-group students re a group
 - Eg, White students re: Black people / culture
4. “What Language do you speak at home?”
5. **Different levels of discipline to punish equivalent infractions**
 - Eg, phone grabbed by security guard
 - See Equity Analysis Stats
6. Calls student by name of another student of same race, group, etc.
7. **“I don’t see color.”**
8. Student of color accused of white girls being “all over him”.
9. Defining in terms of the white norm / through lense of the white arbiter
 - We don’t see you as a Black _____
10. **Lower expectations for students of color** vs their white academic equivalents.
 - Check College Placements in Equity Analysis

Admin/Teacher MicroAggressions (cont'd)

11. Teachers reluctant to place “A Level” students of color in Honors and AP courses.
Parents have to push!
12. **Underrepresentation of Kids of color as “Gifted”**
Check Equity Analysis
13. **Overrepresentation of Students in Special Ed**
14. Dismissing student upset at a demeaning experience.
“You probably just misunderstood what they meant.”
“What’s the big deal? Gotta toughen up!”
15. Explaining away micro-aggressions rather than seeing the ‘Big Picture’
16. Teacher afraid to mispronounce name will not call on student by name in class.
17. Guidance Counselor hands a Latin-x American student FAFSA for Undocumented Immigrants
18. **Curriculum contains nearly ‘all white’ presence of authors, scientists, etc.**
19. ‘Teacher of color’ builds credibility by proving she does not favor any students of color
20. “Why are you here? Are you lost?” [to students of color.]
21. **Teen Diversity Essays (2019 and 2017) / Staples Alumni Testimonials**
22. **2020 Letter to Editor**

Parent MicroAggressions (Examples)

1. Dressing as a “Black person form the 70’s” with Afro wig and brown make up at School Halloween Party
2. Group Insensitive postings on Facebook, etc.
 - Example
3. **“Good” vs “Bad”**
 - **School Systems**
 - **Neighborhood**
 - **People**
4. White affirmations of all the great things they do **for** people of color **to** parents/Students of color
 - Kids in Tanzania
 - Programs in Bridgeport